

NAF PAY SYSTEM**PAY REPORT**

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after April 18, 1997, were as follows: Average increases of 8 cents (1.2 percent) for Level 1 and 18 cents (2.1 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 1997.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	231	7.36	12.35	5.05
CASHIER-CHECKER	276	6.23	9.76	5.00
CUSTOMER SERVICE ASST	49	7.03	11.05	5.25
OFFICE CASHIER	26	7.38	10.10	5.83
TELLER	58	8.06	8.82	6.62
RECREATION ATTENDANT	21	5.89	7.75	5.50
DESK CLERK	38	6.08	8.00	5.01
NF - 2				
HEAD SALES PERSON	83	7.78	11.05	6.25
STORE DETECTIVE	17	8.43	10.20	6.78
HEAD CUSTOMER SVC ASST	4	8.20	10.60	6.50
PAYROLL CLERK	3	10.07	11.20	8.51
SECRETARY	8	9.37	13.91	6.51
ACCOUNTING TECHNICIAN	23	8.31	10.73	6.75
NF - 3				
DEPARTMENT MANAGER	44	10.82	12.26	8.65
EXECUTIVE SECRETARY	5	13.43	16.09	7.76
BOOKKEEPER	6	11.16	12.50	10.26

WAGE AREA : #010 Kern, California
ORDER DATE: February 14, 1997
SURVEY : #012/012-18

